



Department of Defense National Security Personnel System



Flexibility - Accountability - Excellence



All About NSPS: Background

Congress authorized NSPS

- part of the fiscal 2004 National Defense Authorization Act
- increases effectiveness through a simplified personnel management system
- improves the way it hires and assigns
- compensates and rewards its employees
- preserve employee rights and benefits



What NSPS Does Not Change

- Merit system principles
- Rules against prohibited personnel practices
- Whistleblower protection
- Veterans' preference rights protected
- Benefits (retirement, health, life, etc.)
- Antidiscrimination laws
- Fundamental due process
- Overseas entitlements
- Training
- Leave and work schedules
- Other personnel systems in law
- Lab demo organizations (until FY 08)
- Fair Labor Standards Act



NSPS Goals

- Results
 - To attract and retain top talent
 - To promote high performance
- Accountability
 - Employee
 - Supervisor
 - Leadership
- Flexibility
 - To respond to mission changes
 - To realign, reorganize, and reshape the workforce
 - To assign work
 - To set pay



Pay upon Initial Conversion to NSPS

- Conversion will be an automated process
 - Employees converted “in place”
 - No change in job descriptions
 - Preview available in NSPS 101
- **No** loss in pay
- Based on the classification of the current position of record
- Existing PDs will require minor updates (from old pay plan & grade to new) BUT no changes to contents/format



GS vs. NSPS Classification

GS	NSPS
Occupational Family	Career Group
Pay Plan	Pay Schedule
Title	Title
Grade	Pay Band
Occupational Series (#)	Occupational Code (#)
Over 400 OPM GS Classification Standards	4 Major Groups with 15 Standards



Career Groups and Pay Schedule

STANDARD CAREER GROUP <ul style="list-style-type: none">• Professional/Analytical (YA)• Tech/Support (YB)• Student Employment (YP)• Supervisor/Manager (YC) 71% of DoD workforce	INVESTIGATIVE & PROTECTIVE SERVICES CAREER GROUP <ul style="list-style-type: none">• Investigative (YK)• Fire Protection (YL)• Police/Guard (YM)• Supervisor/Manager (YN) 6% of DoD workforce
MEDICAL CAREER GROUP <ul style="list-style-type: none">• Physician/Dentist (YG)• Professional (YH)• Tech/Support (YI)• Supervisor/Manager (YJ) 5% of DoD workforce	ENGINEERING & SCIENTIFIC CAREER GROUP <ul style="list-style-type: none">• Professional (YD)• Tech/Support (YE)• Supervisor/Manager (YF) 18% of DoD workforce



Performance Management: Old vs. New

Old (TAPES)

- Ratings based on performance objectives
- Many performance cycles
- Rating scale 1 (top) to 5 (bottom)
- Most employee ratings are level 1 (Army: 81% were level 1 in FY05)
- 120 day minimum rating period
- Senior rater approves ratings

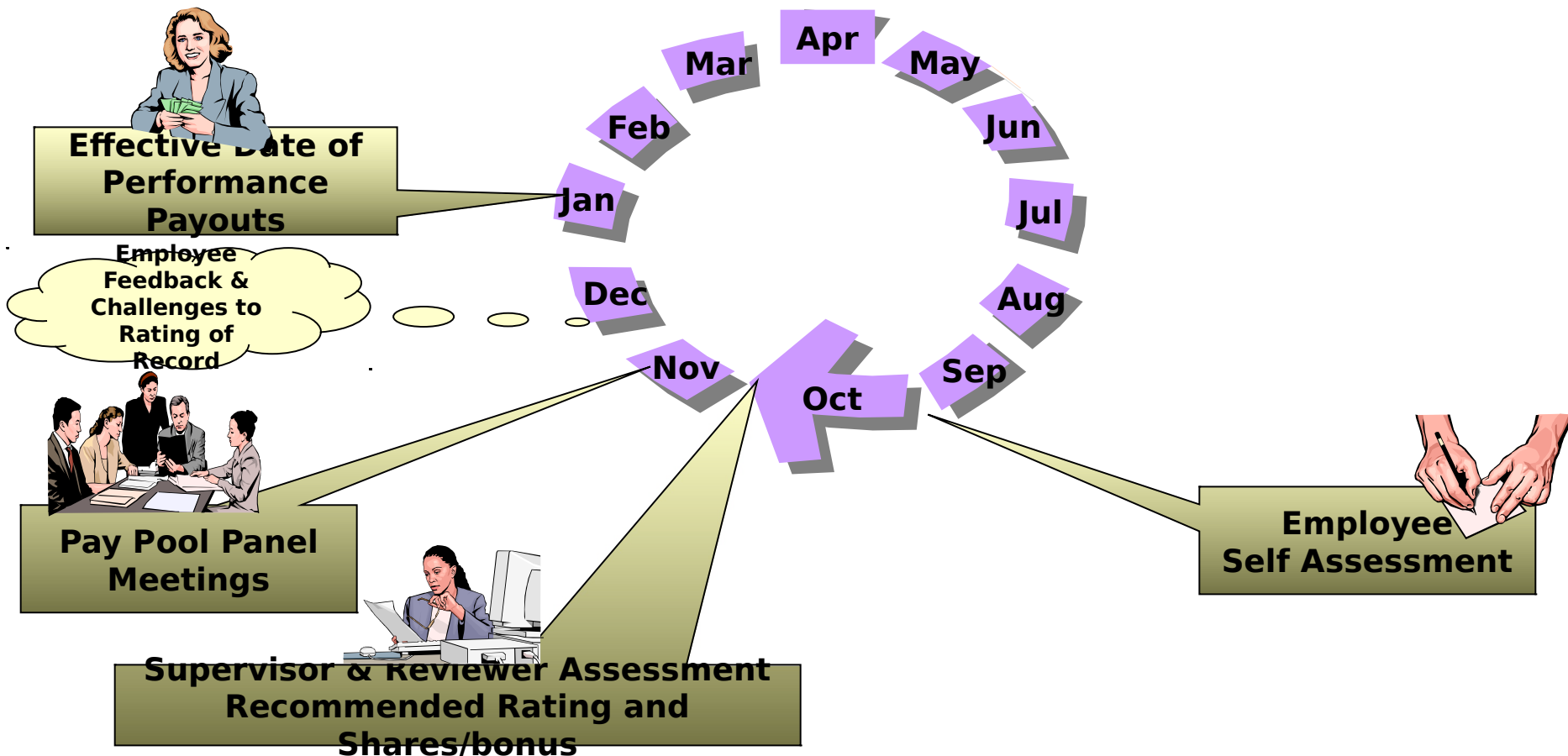
New (NSPS)

- Ratings based on **job objectives**
- **One** cycle (1 Oct – 30 Sep)
- Rating scale 5 (top) to 1 (bottom)
- Most employee ratings are anticipated to be **level 3** (valued performer)
- **90 day** minimum rating period
- **Pay Pool Manager** approves ratings



Performance Cycle

A 12 month cycle and a 15 month process





Rating Levels

Standard rating levels used in DoD

Rating Level	Level of Performance	Performance Description
Level 5	Role Model	Almost always meets the standards described by the Role Model benchmarks
Level 4	Exceeds Expectations	Almost always meets the standards described by the Valued Performance benchmarks and, typically, but less than almost always meets the standards described by the Role Model benchmarks
Level 3	Valued Performance	Almost always meets the standards described by the Valued Performance benchmarks
Level 2	Fair	Almost always meets the Valued Performance benchmarks, but only as a result of guidance and assistance considerably above that expected at the Valued Performance level
Level 1	Unsuccessful	Performs below Level 2, or fails a Standard Performance Factor in the performance of a single assignment where such failure has a significant negative impact on accomplishment of the mission or where a single failure to perform could result in death, injury, breach of security, or great monetary loss

Cultural Change



Rating and Pay Pool Hierarchy

- Supervisor recommends:
 - Performance rating
 - Number of shares
 - Distribution between salary increase and bonus
- Higher level reviewer:
 - Reviews supervisor's recommendations, changes as appropriate
- Pay Pool Panel:
- Reconciles ratings, shares, and distribution within the pay pool; changes as appropriate
- Pay Pool Manager:
 - Makes final decisions on rating of record, number of shares, and distribution
- Supervisor conveys final rating, shares, and distribution to employees
 - After the pay pool manager is done



Reconsiderations

Employees can challenge:

Their rating

Employees cannot challenge:

Performance payout

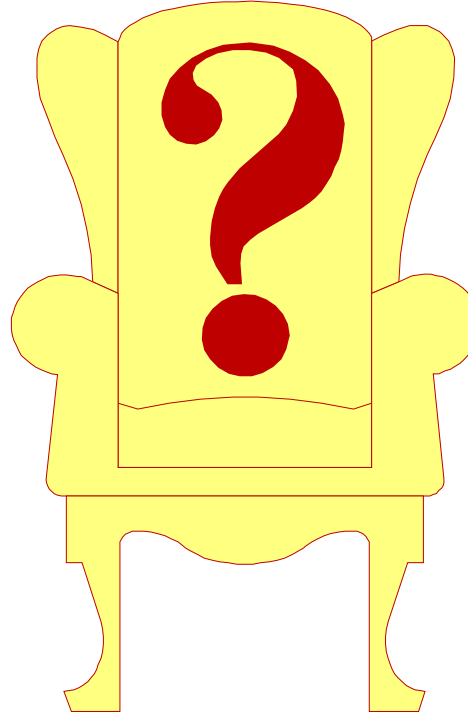
Number of shares

Value of shares

Distribution of payout



Questions?



Call me at (253) 967-4511 / DSN
357-4511

E-mail address:
earl.kolb@us.army.mil